

4-0426

THIS BOOK DOES  
NOT CIRCULATE

AGREEMENT  
REGARDING THE TERMS AND CONDITIONS  
OF EMPLOYMENT  
BETWEEN  
THE MOONACHIE BOARD OF EDUCATION  
AND THE  
MOONACHIE TEACHERS ASSOCIATION  
JULY 1, 1975, THRU JUNE 30, 1977

*Bergen County*

LIBRARY  
Institute of Management and  
Labor Relations

23 1976  
RUTGERS UNIVERSITY

	<u>CONTENTS</u>	<u>Page</u>
Preamble		1
Article I	Recognition	2
Article II	Negotiation of Successor Agreement	2
Article III	Grievance Procedure	3
Article IV	Teacher Rights	7
Article V	Association Rights & Privileges	8
Article VI	Teaching Hours and Teaching Load -- Non-Teaching Duties	8
Article VII	Salaries	10
Article VIII	Teacher Employment	11
Article IX	Teacher Facilities	11
Article X	Teacher Assignment	12
Article XI	Teacher Administration Liaison	13
Article XII	Sick Leave	13
Article XIII	Leaves of Absence	14
Article XIV	Professional Improvement	17
Article XV	Insurance Protection	19
Article XVI	Miscellaneous Provisions	20
Article XVII	Duration of Agreement	21
Schedule A	Teachers' Salary Guide -- 1975-76	22
Schedule B	Teachers' Salary Guide -- 1976-77	23
Schedule C	1975-76 Calendar	24
Schedule D	1976-77 Calendar	25
Schedule E	Length of School Day	26

P R E A M B L E

This agreement is entered into this 8th day of December, 1975 and made retroactive to July 1, 1975, by and between the Board of Education of the Borough of Moonachie, New Jersey, hereinafter called the "Board," and the Moonachie Teachers' Association, hereinafter called the "Association."

## ARTICLE I

### RECOGNITION

- A. The Board hereby recognizes the Association as the exclusive and sole representative for collective negotiation concerning terms and conditions of employment for all certificated teachers and nurse/health instructor (s) employed by the Board, but excluding:
1. Administrative Principal
  2. Administrative Assistant
  3. Non-certified, non-teaching or per diem employees
  4. Teachers employed for the handicapped in Region 7 and on the Wood-Ridge Board of Education pay schedule guide as per resolution of the Moonachie Board of Education in June 11, 1973.
- B. Unless otherwise indicated, the term "teachers," when used hereinafter in this Agreement, shall refer to all professional employees as above defined, and references to male teachers shall include female teachers.
- C. The term "Nurse/Health Instructor" as used in this Agreement shall refer to all professional employees certified in accordance with Titles 6:11-12.8 and/or 6:11-12.9.

## ARTICLE II

### NEGOTIATION OF SUCCESSOR AGREEMENT

- A. The parties agree to enter into collective negotiations over a successor agreement, and both parties shall be subject to the Public Employees Relations Commission's timetable for negotiations in the school year in which this Agreement expires.
- B. This Agreement shall not be modified in whole or in part by the parties except by an instrument in writing duly executed by both parties.

ARTICLE III  
GRIEVANCE PROCEDURE

A. Definitions

1. A "grievance" is a claim by a teacher or group of teachers, or his or her representative, that an interpretation, application, or violation of this agreement, of Board Policies, or of Administrative decisions has adversely affected the said teacher or group of teachers.
2. An "aggrieved person" is the person or persons making the claim.
3. A "party in interest" is the person or persons making the claim and any person who might be required to take action or against whom action might be taken in order to resolve the claim.
4. Any grievance hereunder may be initiated and processed by the teacher or teachers affected or their designated representative.

B. Purpose - The purpose of this procedure is to secure, at the lowest possible level, equitable solutions to the problems which may from time to time arise affecting teachers. Both parties agree that these proceedings will be kept as informal and confidential as may be appropriate at any level of the procedure.

C. Procedure

1. The number of days indicated at each level is a maximum and every effort should be made to expedite the process. The time limits specified may be extended by mutual agreement.

2. Level One

An aggrieved person shall first discuss his grievance with the Administrative Principal or his designee, either directly or through the Association's designated representative.

## ARTICLE III

### GRIEVANCE PROCEDURE

#### 3. Level Two

If the aggrieved person is not satisfied with the disposition of his grievance at Level One, he, or his representative, may file the grievance in writing with the Administrative Principal.

Within five (5) school days after receiving the written grievance, the Administrative Principal shall reply in writing to the aggrieved person.

#### 4. Level Three

If the aggrieved person is not satisfied with the disposition of his grievance at Level Two, he, or his representative, may within five (5) school days after decision is rendered file the grievance in writing with the Board of Education.

The Board may hold hearings, take sworn testimony at reasonable times and places set by the Board, but in no event shall hearings extend beyond twenty-one (21) calendar days after filing of the grievance at Level Two, unless mutually extended by both parties. The decision of the Board shall be rendered in writing to the aggrieved person within ten (10) calendar days after the last hearing. Failure to render a decision on the above shall be deemed a denial of a grievance.

#### 5. Level Four

If the aggrieved person is not satisfied with the disposition of his grievance at Level Three, he, or his representative may within five (5) school days thereafter request in writing that his grievance be submitted to arbitration.

### ARTICLE III

#### GRIEVANCE PROCEDURE

Within ten (10) school days after such written notice of submission to arbitration, the Board and the Association shall attempt to agree upon a mutually acceptable arbitrator and shall obtain a commitment from said arbitrator to serve. If the parties are unable to agree upon an arbitrator or to obtain such a commitment within the specified period, a request for a list of arbitrators may be made to the American Arbitration Association by either party. The parties shall then be bound by the Rules and Procedures of the American Arbitration Association in the selection of an arbitrator.

The arbitrator so selected shall confer with the representatives of the Board and the Association and hold hearings promptly and shall issue his decision not later than twenty (20) calendar days from the date of the hearings or, if oral hearings have been waived, then from the date the final statements and proofs on the issues are submitted to him. The arbitrator's decision shall be in writing and shall set forth his findings of fact, reasoning and conclusions on issues submitted.

The arbitrator shall be without power or authority to make any decision which requires the commission of an act prohibited by law or which is violative of the terms of this Agreement. The decision of the arbitrator shall be submitted to the Board and the Association and shall be final and binding on the parties.

The costs for the arbitrator, including per diem expenses, if any, and actual and necessary travel, subsistence expenses and the cost of hearing room shall be borne equally by the Board and the Association. Any other expenses incurred shall be paid by the party incurring same.

### ARTICLE III

#### GRIEVANCE PROCEDURE

##### D. Rights of Teachers to Representation

1. Any aggrieved person may be represented at all stages of the grievance procedure by himself, or, at his option, by a representative. When a teacher is not represented by the Association, the Association shall have the right to be present and to state its views at Level 3 and 4 of the grievance procedure.
2. No reprisals of any kind shall be taken by the Board or by any member of the administration against any member of the association or any other participant in the grievance procedure by reason of such participation in accordance with this article.

##### E. Miscellaneous

1. If a grievance affects a group or class of teachers, the persons aggrieved or their representatives may submit such grievance in writing to the Administrative Principal directly and the processing of such grievance shall be commenced at Level Two.
2. All decisions rendered at Levels Two, Three, and Four of the grievance procedure shall be in writing and shall be transmitted promptly to all parties in interest and to the Association.
3. All documents, communications and records dealing with the processing of a grievance shall be maintained in a grievance file of the Board of Education.
4. Forms for filing grievances, serving notices, taking appeals, making reports and recommendations, and other necessary documents may be prepared jointly by the Administrative Principal and the Association and given appropriate distribution so as to facilitate operation of the grievance procedure.



### ARTICLE III

#### GRIEVANCE PROCEDURE

5. Copies of all notices of hearings at Levels 3 and 4 of the grievance procedure will be sent to the Association.
6. All meetings and hearings under this procedure shall be conducted in private and shall include only such parties in interest and their designated or selected representatives, heretofore referred to in this Article. No public statements concerning the subject matter of the proceedings shall be issued by either party.

### ARTICLE IV

#### TEACHER RIGHTS

- A. No teacher shall be disciplined, reprimanded, reduced in rank or compensation without just cause. Any such action asserted by the Board, or any agent or representative thereof, shall be subject to the grievance procedure herein set forth.
- B. Whenever any teacher is required to appear before the Board concerning any matter which could adversely affect the continuation of that teacher in his office, position or employment or the salary or any increments pertaining thereto, then he shall be given prior notice of the reasons for such meeting or interview and shall be entitled to have a representative of the Association present to advise him and represent him during such meeting or interview. Any suspension of a teacher pending charges before the Commissioner of Education shall be with pay at the discretion of the Board except for any matter of a disciplinary nature, or involving any matter of moral turpitude, crime or disorderly persons offense.
- C. No material derogatory to a teacher's conduct, service, character, or personality shall be placed in any permanent file unless the teacher has had an opportunity to review the material. The teacher shall acknowledge that he

#### ARTICLE IV

##### TEACHER RIGHTS

has had the opportunity to review such material by affixing his signature to the copy to be filed with the express understanding that such signature in no way indicates agreement with the contents thereof.

#### ARTICLE V

##### ASSOCIATION RIGHTS AND PRIVILEGES

- A. The Board agrees to furnish to the Association in response to requests from time to time all information available to the public concerning the financial resources of the district.
- B. The Association shall have, in each school building, the use of a bulletin board in the faculty room.
- C. The Association shall have the use of the inter-school mail facilities and school mail boxes for Association business only.
- D. The Association may be provided, without cost, adequate space in the Teacher's Room with the approval of the Administrative Principal. This space will be utilized for Association materials, equipment, and business. The Board shall not be responsible for security of materials.
- E. Released time for Meetings - Whenever any representative of the Association or any teacher participates during working hours in negotiations, grievance proceedings, conferences or meetings mutually scheduled by the parties to this agreement, he shall suffer no loss of pay.

#### ARTICLE VI

##### TEACHING HOURS AND TEACHING LOAD -- NON-TEACHING DUTIES

- A. 1. As professionals, teachers are expected to devote to their assignments the time necessary to meet their responsibilities. Teachers shall indicate their presence for duty by initialling "in and out" in the appropriate column of the faculty roster.

## ARTICLE VI

### TEACHING HOURS AND TEACHING LOAD -- NON- TEACHING DUTIES

2. The arrival and departure time for all teachers shall be designated in Schedule E. However, the total workday for all employees covered by this agreement shall consist of not more than six (6) hours and thirty (30) minutes, which shall include a duty-free lunch period as guaranteed under Section C of this article.
  3. No teacher shall be required to report for duty earlier than twenty (20) minutes before the opening of the pupils' school day, and shall be permitted to leave twenty (20) minutes after the close of the pupils' school day. On Fridays or on days preceding holidays or vacations, the teacher's day shall end at the close of the pupils' day.
  4. Teachers may give at their discretion extra professional services upon completion of their school day for purposes of additional academic help, disciplinary problems, and staff meetings.
- B. The school calendars for the 1975-1976 and 1976-1977 school years shall be embodied in Schedule C and D respectively upon their adoption by the Moonachie Board of Education. The Board of Education, or its agent will discuss with the Teachers Association prior to adopting a school calendar, but consultation shall not be interpreted to mean that the Board has in any way relinquished its prerogative and right to establish and change the school calendar.
- C.
1. Teachers shall have a duty-free lunch period of fifty (50) minutes.
  2. The Board shall employ four (4) aides in the elementary schools for:
    - (a) playground supervision
    - (b) lunchroom supervision
- D. The Board recognizes that class size should be maintained at an optimal level with the available resources of the school system and the community.

## ARTICLE VI

### TEACHING HOURS AND TEACHING LOAD

The Board agrees to make all reasonable efforts to meet this goal.

- E. Teachers shall not be required to correct standardized tests, given at the direction of the Board or Administration, which are machine scored.
- F. No teacher shall be required to use his automobile for school purposes.

## ARTICLE VII

### SALARIES

- A. The salaries of all teachers covered by this Agreement are set forth in Schedules A and B, which are attached hereto and made part hereof.
- B.
  - 1. Teachers shall be paid in twenty (20) equal semi-monthly installments on the 15th and the last day of each month. Efforts shall be made to have checks available prior to lunch hour.
  - 2. Teachers may elect to have ten per cent (10%) of their monthly salary deducted from their pay. These funds shall be paid to the teacher on the final pay day in June.
  - 3. When a pay day falls on or during a school holiday, vacation or week-end, teachers shall receive their pay checks on the last previous working day.
  - 4. Teachers shall receive their final checks in June, when registers are approved and a release is received from the County Office.
- C. Teacher participation in extra-curricular activities which extend beyond the regularly scheduled in-school day shall be voluntary and each such activity shall be compensated at the 1975-76-77 rate or \$400. whichever is greater.

## ARTICLE VIII

### TEACHER EMPLOYMENT

#### A. Adjustment to salary schedule

Each teacher shall be placed on his proper step of the salary schedule.

Any teacher employed prior to February 1 of any school year shall be given full credit for one (1) year of service toward the next increment step for the following year.

#### B. Previous Sick Leave Accumulation

Previously accumulated unused sick days shall be restored to all teachers returning from authorized leave.

#### C. Notification of Contract and Salary

Teachers shall be notified of their contract and salary status for the ensuing year no later than April 15th.

#### D. Staff Reduction

In the event of a reduction in force would become necessary, the same rules would apply as outlined in N.J.S.A. 18 A:28-9 et.seq. for tenured teachers would also apply for non-tenured teachers in executing such a reduction without disruption of major programs and curriculum.

## ARTICLE IX

### TEACHER FACILITIES

#### A. The Board of Education shall continue to make every effort to provide the following facilities:

1. Four-drawer legal size filing cabinets equipped with locks in each classroom.
2. A round primary reading table with storage shelf below and 12 chairs for each of the classrooms from grades one to four inclusive.
3. Extended facilities for the music room.

## ARTICLE IX

### TEACHER FACILITIES

4. Bookcases for each of the primary classrooms.
  5. Cork bulletin boards in all classrooms that do not have them.
  6. Cork bulletin board strips for reading group area for the primary grades.
- B. The Board shall also provide, beginning with the 1972-73 school year, sir conditioners for the Faculty Room and Nurse's Office at Craig School.
- C. Further, the Board shall maintain membership in and participate in the Bergen County Film Library.

## ARTICLE X

### TEACHER ASSIGNMENT

- A. All teachers shall be given written notice of their grade level and room assignment for the forthcoming year not later than June 1 except in cases of unforeseen circumstances.
- B. No transfer, assignment or reassignment shall be arbitrary, capricious or discriminatory; requests of teachers in this respect shall receive fair consideration, and decisions thereon shall be based on sound discretion. Where more than one teacher shall request an assignment, seniority shall not be an applicable factor.
- C. Notification of Vacancies
- Not later than May 15th of each school year the Administrative Principal shall deliver to the Association and post in the school building a list of known vacancies or promotional positions which pay a salary differential which shall occur during the following school year. If any opening occurs during the summer vacation teachers will be notified through the mail. Application for a position does not mean a person will be employed in that position. Teachers who are interested in notification of

## ARTICLE X

### TEACHER ASSIGNMENT

vacancies during the summer will leave a stamped self-addressed envelope, or leave their names and positions interested in with the Administrative Principal. Teachers shall respond to notification of vacancies or promotional positions within 15 days. For any subsequent position applicant shall notify the Administrative Principal to reactivate their application. Teachers who desire to apply for such vacancies shall submit their application in writing to the Administrative Principal within the time limit specified in the notice. Applications shall be kept on file in the Administrative Principal's office. The qualifications for the position, its duties, and the rate of compensation, shall be clearly set forth.

## ARTICLE XI

### TEACHER-ADMINISTRATION LIAISON

The parties will establish a Liaison Committee which shall meet with the principal at least four times a year or as necessary by mutual agreement to review and discuss local school problems and practices. The membership of the committee shall consist of one (1) member of the primary teachers, one (1) member for middle grade teachers, and one (1) member for upper grade teachers and one (1) member representing non-home room teachers.

## ARTICLE XII

### SICK LEAVE

- A. Full accumulative sick leave with pay will be allowed to teachers. Sick leave days will be in effect as of the first official day of said school year.
- B. Sick leave with pay will be allowed on the basis of ten (10) school days for each year of employment.

## ARTICLE XII

### SICK LEAVE

- C. Records of absence because of illness will be kept by the Board. The Board shall give on the first official school day of each year to each teacher a copy of his record of sick days.
- D. When an employee is on sick leave beyond his allotted number of accumulated days with pay and has reached ten years of service in this system, such teacher shall be given an additional five days. Beyond ten years of service full salary will be paid at the rate of one day per year for each year beyond ten years of service.
- E. A teacher absent by reason of illness beyond expiration of his accumulated sick leave will receive payment of differential between substitute and daily salary until a full time replacement is hired.

## ARTICLE XIII

### LEAVES OF ABSENCE

- A. 1. An employee in this school system may be granted a leave of absence for one or two semesters on account of personal illness, accident, other equally grave emergency and/or for rest and recuperation.
- 2. Written application for such leave shall be made by the employee, addressed to the Administrator, who shall, upon receipt of same, make such investigation as he may deem necessary.
- 3. In computing service to determine the employee's position on the salary schedule at expiration of extended leave, time spent on such leave shall not be counted as active service in this school district.
- 4. Leave of absence as described shall be without compensation from this school district.
- 5. Whenever a leave of absence is granted for personal health reasons, said employee must give acceptable professional evidence of recovered



## ARTICLE XIII

### LEAVES OF ABSENCE

health before being permitted to return to duties in this school system.

6. Applications to return from a leave of absence shall be filed with the Administrative Principal no later than the 1st of April preceding the September in which the employee wishes to return.
- B. Each teacher shall be granted one day annually for personal convenience. "Personal convenience" shall be sufficient reason for the granting of this day by the Administrative Principal. Additional days may be granted at the discretion of the Administrative Principal.
- C. Each teacher shall be granted one professional day annually. The teacher shall make his or her request to the Administrative Principal. Additional days may be granted at the discretion of the Administrative Principal.
- D.
  1. Leave with pay, following the death in the immediate family (son, daughter, wife, husband, mother, father, sister, or brother) shall be granted for not more than five (5) consecutive days.
  2. A similar leave following the death of a mother-in-law and/or a father-in-law shall be granted for up to 3 consecutive days.
- E. Leave with full pay shall be granted for five (5) school days for marriage of an individual teacher.
- F. Maternity
  1. Natural Birth

The Board shall grant maternity leave without pay to any teacher upon request subject to the following stipulations and limitations:

    - (a) Maternity leave shall commence on the date requested by the teacher.
    - (b) At the teacher's request, the Administrative Principal shall make every effort to restore said teacher to the same

## ARTICLE XIII

### LEAVES OF ABSENCE

teaching position, subject area and grade level vacated at the commencement of said maternity leave.

- (c) No teacher shall be prevented from returning to work after childbirth solely on the ground that there has not been a time lapse between childbirth and the desired date of return.
- (d) Any pregnant teacher may utilize the provisions of Article XII (Sick Leave). Said teacher shall, upon the request of the Administrative Principal, provide a doctor's certificate attesting to her incapacity. In cases where the Board may be in doubt as to the condition of the teacher applying to utilize said sick leave, the Board may request examination by a physician appointed by the Board.

#### 2. Adoption

Any teacher adopting an infant 5 years of age or under shall receive a similar leave which shall commence upon her receiving de facto custody of said infant, or earlier if necessary to fulfill the requirements of the adoption. Said teacher shall notify the Administrative Principal of said pending adoption as far in advance as practicable.

- 3. No teacher on maternity leave shall, on the basis of said leave, be denied the opportunity to substitute in the Moonachie School District.

#### G. Benefits

All benefits to which a teacher was entitled at the time his leave of absence commenced shall be restored to him upon his return. The Administrative Principal shall make every effort to assign the individual to the same position which he held at the time said leave commenced, if available, or if not, to a substantially equivalent position.

## ARTICLE XIII

### LEAVES OF ABSENCE

#### H. Extensions and Renewals

All leaves under this article shall be for a maximum of one year. All extensions or renewals of said leaves shall be applied for in writing, and if granted, shall be authorized in writing.

#### I. Good Cause

Other leaves of absence may be granted by the Board upon request.

## ARTICLE XIV

### PROFESSIONAL IMPROVEMENT

#### A. Evaluation

##### 1. Frequency

(a) Non-tenure teachers shall be evaluated by the Administrative Principal at least four (4) times in each school year, to be followed in each instance by a written evaluation report and by a conference between the teacher and the Administrative Principal for the purpose of identifying any deficiencies, extending assistance for their correction and improving instruction. Such evaluation in each instance shall consist of one (1) in-classroom observation of at least thirty (30) minutes. Each evaluation shall occur on different days and each meeting between the teacher and the Administrative Principal shall occur within ten (10) working days of said evaluation.

(b) Tenured teachers shall be evaluated a minimum of two (2) times per year in accordance with the criteria established above.

##### 2. General Criteria

(a) Teachers shall be evaluated only by the Administrative

## ARTICLE XIV

### PROFESSIONAL IMPROVEMENT

Principal or designated alternate and, in either case, said evaluation shall be signed by the Administrative Principal.

- (b) A teacher shall be given a copy of the evaluation report prepared by the Administrative Principal at least one (1) day before any conference to discuss it. No such report shall be submitted to the central office, placed in the teacher's file or otherwise acted upon without prior conference with the teacher. No teacher shall be required to sign a blank or incomplete evaluation form.
- (c) Evaluation reports shall be written in narrative form by the Administrative Principal and shall include, when pertinent:
  - (1) Strengths of the teacher as evidenced during the period since the previous report.
  - (2) Weaknesses of the teacher as evidenced during the period since the previous report.
  - (3) Specific suggestions as to measures which the teacher might take to improve his performance in each of the areas wherein weaknesses have been indicated. Mere compliance with said suggestions shall not serve to exculpate the teacher from his responsibilities.

#### B. Personnel Records

- 1. A teacher shall have the right, upon request, to review the contents of his personnel file and to receive copies at Board expense of any documents contained therein.
- 2. No material derogatory to a teacher's conduct, service, character or personality shall be placed in his personnel file unless the teacher has had an opportunity to review the material. The teacher shall

## ARTICLE XIV

### PROFESSIONAL IMPROVEMENT

acknowledge that he has had the opportunity to review such material by affixing his signature to the copy to be filed with the express understanding that such signature in no way indicates agreement with the contents thereof. The teacher shall also have the right to submit a written answer to such material and his answer shall be reviewed by the Administrative Principal and attached to the file copy.

3. Although the Board agrees to protect the confidentiality of personal references, academic credentials and other similar documents, it shall not establish any separate personnel file which is not available for the teacher's inspection.
- C. Each teacher shall receive \$35 for personal expenses to attend the annual convention of the New Jersey Education Association for 3 days. Each teacher may also make a purchase of up to \$10 for school materials, for which he will be reimbursed upon submission of the appropriate voucher.
- D. Each teacher shall be reimbursed at actual cost per credit or at the maximum rate of \$40. per credit, whichever is lesser, for a maximum of six (6) credits a school year, when approved in advance by the Administrative Principal and successfully completed.
- E. Teachers shall be reimbursed for in-service workshops and professional meetings in accordance with applicable Board policy (P7-3).

## ARTICLE XV

### INSURANCE PROTECTION

- A. The Board shall continue to provide full health-care insurance protection as offered by the New Jersey State Health Benefits Plan.
- B. The Board shall pay the full premium for each teacher and, in cases where appropriate, for family-plan insurance coverage.

## ARTICLE XV

### INSURANCE PROTECTION

#### C. Dental Plan

The Moonachie Board of Education agrees to provide a dental plan effective July 1, 1976 at a sum not to exceed \$3,000.00.

## ARTICLE XVI

### MISCELLANEOUS PROVISIONS

- A. If any provision of this Agreement or any application of this Agreement to any employee or group of employees is held to be contrary to law, then such provision or application shall not be deemed valid and subsisting, except to the extent permitted by law, but all other provisions or applications shall continue in full force and effect.
- B. No individual contract between the Board and an individual teacher, heretofore or hereafter executed, shall be contrary to the terms and conditions of this Agreement. If an individual contract contains any language inconsistent with this Agreement, this Agreement, during its duration, shall be controlling.
- C. Except as this Agreement shall otherwise provide, all terms and conditions of employment applicable on the signing date of this Agreement to teachers covered by this Agreement as established by the rules, regulations and/or policies of the Board in force on said date, shall continue to be so applicable during the term of this Agreement.
- D. Whenever any notice is required to be given by either of the parties to this Agreement to the other, pursuant to the provisions of this Agreement, either party shall do so by certified or registered letter at the following addresses:
  - 1. If by Association, to Board at James McKinney School, Moonachie.
  - 2. If by Board, to Association at Robert L. Craig School, Moonachie.

ARTICLE XVII

DURATION OF AGREEMENT

- A. This Agreement shall be effective as of July 1, 1975, and shall continue in effect until June 30, 1977.
- B. In witness whereof the parties hereto have caused this Agreement to be signed by their respective presidents, seals to be placed hereon, all on the day and year first above written.
- C. Copies of the Contract shall be printed at the expense of the Board and the Moonachie Teachers Association on an alternate <sup>contract</sup> ~~year~~ basis. The Board will print the two year contract for years 1975-1977.

MOONACHIE TEACHERS' ASSOCIATION

By V. Goldstein  
President

By Jean Martin  
Secretary

MOONACHIE BOARD OF EDUCATION

By Ronald Thomas  
President

By Olga Ryzniak  
Secretary

SCHEDULE A

Teachers' Salary Guide

1975 - 1976

	<u>BA</u>	<u>BA /15</u>	<u>MA</u>	<u>MA /15</u>	<u>MA /30</u>
1.	\$10,000	\$10,400	\$10,800	\$11,200	\$11,600
2.	10,400	10,800	11,200	11,600	12,200
3.	10,800	11,200	11,700	12,200	12,800
4.	11,200	11,600	12,200	12,800	13,400
5.	11,700	12,000	12,700	13,400	14,000
6.	12,200	12,400	13,200	14,000	14,600
7.	12,700	12,900	13,700	14,600	15,200
8.	13,200	13,400	14,300	15,200	15,800
9.	13,700	14,000	14,900	15,800	16,400
10.	14,300	14,600	15,500	16,400	17,000
11.	14,800	15,200	16,100	17,000	17,600
12.	15,300	15,900	16,800	17,600	18,200
13.	15,900	16,700	17,500	18,200	18,800
14.	16,800	17,500	18,200	18,800	19,500

NOTE: A Longevity increase shall be added to a teacher's salary at the following levels:

\$300 at the 20th year  
\$300 at the 25th year  
\$300 at the 30th year

Each teacher who earns more than 30 credits beyond the MA Degree shall be paid an additional \$20. per credit as part of his annual salary, for those credits approved by the Administrator. IT IS UNDERSTOOD THAT APPROVAL FOR COURSES BEYOND THE MA /30 SHALL NOT BE GRANTED IN ADMINISTRATION AND SUPERVISION.



SCHEDULE B

Teachers' Salary Guide

1976-1977

	<u>BA</u>	<u>BA /15</u>	<u>MA</u>	<u>MA /15</u>	<u>MA/30</u>
1.	\$10,460	\$10,860	\$11,360	\$11,860	\$12,460
2.	10,860	11,260	11,760	12,260	12,960
3.	11,260	11,660	12,160	12,760	13,460
4.	11,660	12,060	12,660	13,260	13,960
5.	12,060	12,560	13,160	13,660	14,460
6.	12,560	12,960	13,660	14,260	14,960
7.	13,160	13,360	14,160	14,760	15,460
8.	13,660	13,860	14,660	15,360	16,060
9.	14,160	14,360	15,260	15,960	16,660
10.	14,660	14,960	15,860	16,560	17,260
11.	15,260	15,560	16,460	17,160	17,860
12.	16,060	16,160	17,060	17,760	18,460
13.	16,860	17,260	17,760	18,360	19,060
14.	17,750	18,500	19,200	19,900	20,475

NOTE: A longevity increase shall be added to a teacher's salary at the following levels:

\$300 at the 20th year

\$300 at the 25th year

\$300 at the 30th year

Each teacher who earns more than 30 credits beyond the MA Degree shall be paid an additional \$20. per credit as part of his annual salary, for those credits approved by the Administrator. IT IS UNDERSTOOD THAT APPROVAL FOR COURSES BEYOND THE MA /30 SHALL NOT BE GRANTED IN ADMINISTRATION AND SUPERVISION.

SCHEDULE C

MOONACHIE PUBLIC SCHOOLS  
SCHOOL CALENDAR  
1975 - 1976

1975

Sept. 1	-	Monday	-	Labor Day - School Closed	(21)
2	-	Tuesday	-	Faculty Meeting - All Teachers	
3	-	Wednesday	-	School Opens - First Day for Students - 1 session	
Oct. 8	-	Wednesday	-	Professional Day - 1 session for pupils	(22)
13	-	Monday	-	Columbus Day - School Closed	
Nov. 4	-	Tuesday	-	Election Day - School Closed	(12)
10	-	Monday	-	Fall Recess - School Closed	
11	-	Tuesday	-	Vetaran's Day - School Closed	
12	-	Wednesday	-	Fall Recess - School Closed	
13)	-	Thursday	-		
14)	-	Friday	-	NJEA Convention - School Closed	
27)	-	Thursdsy	-		
28)	-	Friday	-	Thanksgiving & Thanksgiving Recess-School Closed	
Dec. 24)	-	Wednesday	-		
31)	-	Wednesday	-	Christmas Recess - School Closed	

1976

Jan. 1)	-	Thursday	-	Christmas Recess - School Closed	(20)
2)	-	Friday	-		
21	-	Wednesday	-	Professional Day - 1 session for pupils	
Feb. 12)	-	Thursday	-	Lincoln's Birthday and Winter Recess	(17)
13)	-	Friday	-		
16	-	Monday	-	Washington's Birthday - School Closed	
Mar. 24	-	Wednesday	-	Professionsl Day - 1 session for pupils	(23)
Apr. 16	-	Friday	-	Good Firday - School Closed	(16)
19)	-	Monday	-		
23)	-	Friday	-	Easter Recess - School Closed	
May 31	-	Monday	-	Memorial Day - School Closed	(20)
June 21	-	Monday	-	Last day of Pupil Attendance - 1 session day	(15)
					183

One Session Days: 8:35 - 12:35. On One Session Days, the morning and afternoon Kindergarten Classes will report to school for the morning session. They will be dismissed at 11:10 A.M.

This calendar was adopted by the Moonachie Board of Education on June 26, 1975. This calendar consists of 183 days which includes 2 possible snow days or emergency closing days. The School Calendar for 1976-77 will be prepared on a similar basis.

SCHEDULE D

MOONACHIE PUBLIC SCHOOLS  
SCHOOL CALENDAR  
1976 - 1977

SCHEDULE E

LENGTH OF TEACHER DAY

Regular School Day -

8:25 a.m. to 2:55 p.m.

One-session Day -

8:25 a.m. to 12:35 p.m.